

2011 Military Health System Conference

Air Force Mental Health Staffing

Where We Were, Where We Are, and Where We Are Going

The Quadruple Aim: Working Together, Achieving Success

Lt Col Michael Kindt, USAF, BSC

24 January 2011



Air Force Medical Operations Agency

Report Documentation Page				Form Approved OMB No. 0704-0188	
Public reporting burden for the collection of information is estimated to average 1 hour per response, including the time for reviewing instructions, searching existing data sources, gathering and maintaining the data needed, and completing and reviewing the collection of information. Send comments regarding this burden estimate or any other aspect of this collection of information, including suggestions for reducing this burden, to Washington Headquarters Services, Directorate for Information Operations and Reports, 1215 Jefferson Davis Highway, Suite 1204, Arlington VA 22202-4302. Respondents should be aware that notwithstanding any other provision of law, no person shall be subject to a penalty for failing to comply with a collection of information if it does not display a currently valid OMB control number.					
1. REPORT DATE 24 JAN 2011		2. REPORT TYPE		3. DATES COVERED 00-00-2011 to 00-00-2011	
4. TITLE AND SUBTITLE Air Force Mental Health Staffing: Where We Were, Where We Are, and Where We Are Going				5a. CONTRACT NUMBER	
				5b. GRANT NUMBER	
				5c. PROGRAM ELEMENT NUMBER	
6. AUTHOR(S)				5d. PROJECT NUMBER	
				5e. TASK NUMBER	
				5f. WORK UNIT NUMBER	
7. PERFORMING ORGANIZATION NAME(S) AND ADDRESS(ES) Air Force Medical Operations Agency,Lackland AFB,TX,78236				8. PERFORMING ORGANIZATION REPORT NUMBER	
9. SPONSORING/MONITORING AGENCY NAME(S) AND ADDRESS(ES)				10. SPONSOR/MONITOR'S ACRONYM(S)	
				11. SPONSOR/MONITOR'S REPORT NUMBER(S)	
12. DISTRIBUTION/AVAILABILITY STATEMENT Approved for public release; distribution unlimited					
13. SUPPLEMENTARY NOTES presented at the 2011 Military Health System Conference, January 24-27, National Harbor, Maryland					
14. ABSTRACT					
15. SUBJECT TERMS					
16. SECURITY CLASSIFICATION OF:			17. LIMITATION OF ABSTRACT Same as Report (SAR)	18. NUMBER OF PAGES 8	19a. NAME OF RESPONSIBLE PERSON
a. REPORT unclassified	b. ABSTRACT unclassified	c. THIS PAGE unclassified			

Where We Were (and are)



- No AF approved manpower standard for MH
 - AF Manpower Agency is lead agent
 - AF/SG provides input
 - Product Line Analysis & Transformation Team
 - Systematic manpower modeling method using standardized data and external benchmarking
 - Medical Annual Planning & Programming Guidance
 - Annual review to direct POM development
 - Behavioral Health Optimization Program (BHOP) manpower “out of hide” from MH clinics

Where We Are (Active duty)



Active Duty	Authorized	Assigned (% filled)	AD Specialty: AD Pop. (authorizations)
Psychiatry	133	141 (106%)	1 : 2,479
Clinical Psychology	254	211 (83%)	1 : 1,298
Clinical Social Work	202	220 (108%)	1 : 1,632
Mental Health Nurse	33	29 (88%)	1 : 9,993
Psych Nurse Pract.	13	14 (108%)	1 : 25,368
Mental Health Tech.	729	804 (110%)	1 : 452
Subtotals	1,364	1,419 (104%)	1 : 232

Where We Are (AD & Civ)



Civilian/Contract Specialist	AD Auth	Civ/Contr Auth	Total	TF Specialty: AD Pop. (authorizations)
Psychiatry	133	16	149	1 : 2,213
Clinical Psychology	254	129	383	1 : 861
Clinical Social Work	202	206	408	1 : 808
Mental Health Nurse	33	59	92	1 : 3,140
Psych Nurse Pract.	13	0	13	1 : 25,368
MH Technician	729	97	826	1 : 399
<i>Subtotals</i>	1364	507	1,871	1 : 176

Where We Are



- Centrally Contracted Support
 - 96 contracted providers to offset DPH role and for integrated primary care svcs (BHOP)
 - Currently running BHOP at 46 MTFs
 - Time limited (contracted through FY13)
- Impact of Deployment
 - MH only AFMS area deploying at 2-1 Dwell
 - 50 rotational deployments
 - Big impact for small MTFs & training prgms
 - Deployments target E-4 & E-5 (70%-80% manned)
 - Most MTFs have only one MH prescriber

Where We Are Going



- NDAA Section 714 – Add 25% AD
 - PHRAMS model + consultant input used to determine manpower mix

	PHRAMS Recommendation	Proposed Change
Psychiatry	+155	+18
Psychology	+97	+31
Social Work	+222	+79
Psych NP	-2	+27
Psych Nurse	+61	+15
MH Technician	+85	+169

Where We Are Going



- Augmentation laid out through FY16
- Recruitment and Accession
 - New pays authorized for Mental Health
 - Increase recruiting requirements over time
 - Increase HPSP/HPLRP scholarships
 - Investigate additional residency locations

Where We Are Going



- AF/SG provided contractors to AFMA to develop MH manpower standards
- AF and PHRAMS
 - To date has been used as an analysis tool in combination with other data and input
 - AFMA needs to validate and approve before it can used as a manpower model